



Alcohol, drugs and medicines during work

The use of alcohol, drugs and medicines (ADM) can bring risks. The NWO-I policy regarding ADM is set out in chapter 15 of the Implementation Regulations.

Why does NWO-I have an ADM policy?

As an employer, NWO-I wants and is required to provide a good and safe working environment.

Alcohol and drugs generally have a negative impact on performance. The same can be true for certain types of medicines. Medicines that carry a warning text (yellow sticker) indicate that the medicine may influence your performance and your ability to operate vehicles, such as driving a car. When you are under the influence of alcohol, drugs or medicines this can pose a risk for your colleagues and yourself.

What are the underlying principles?

- The use of alcohol or drugs is not compatible with work;
- The employee is responsible for the responsible use of medicines;
- When taking medicines that may affect performance, the advice of the company doctor is desired. The company doctor advises about possible adjustment to the employee's duties.
- NWO-I helps any employee struggling with addiction with the aim of retaining them for work.

What does the policy offer?

- Clarity and a foundation to provide assistance or impose sanctions;
- Scope for a culture in which employees hold colleagues accountable for hazardous ADM use.

Want to know more?

For information and questions, employees of the institutes and the employees of the NWO-I office can contact their HRM/P&O department and consult their intranet.